



Substitute for form 1449A/PTO

Complete if Known

INFORMATION DISCLOSURE STATEMENT BY APPLICANT

(Use as many sheets as necessary)

Sheet	1	of	2
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Application Number	09/760,145
Filing Date	January 12, 21001
First Named Inventor	Bonnstetter, et al.
Group Art Unit	2152
Examiner Name	N/A
Attorney Docket Number	P04361US1

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U.S. PATENT DOCUMENTS

[illegible]

FOREIGN PATENT DOCUMENTS

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SignatureDate
Considered

*EXAMINER: Initial if reference considered whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

¹ Unique citation designation number. ² See attached Kinds of U.S. Patent Documents. ³ Enter Office that issued the document, by the two-letter code (WIPO Standard ST.3). ⁴ For Japanese patent documents, the indication of the year of the reign of the Emperor must precede the serial number of the patent document. ⁵ Kind of document by the appropriate symbols as indicated on the document under WIPO Standard ST. 16 if possible. ⁶ Applicant is to place a check mark here if English language Translation is attached.

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OTHER PRIOR ART - NON PATENT LITERATURE DOCUMENTS			
Examiner Initials *	Cite No.	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), data, page(s), volume-issue number(s), publisher, city and/or country where published.	T ²
AM		SCOTT B. PARRY, <i>Just What Is a Competency? (And Why Should You Care?)</i> , TRAINING - magazine, June 1998 issue, article beginning at Page 58 (5 pages total including magazine cover).	
AM		ANDREW L. KLEIN, <i>Validity and reliability for competency-based systems: Reducing litigation risks, global computer network download printout</i> , Copyright 1998, "Infonautics Corporation, (11 pages total).	
AM		Article from USA WEEKEND entitled <i>Working Smart</i> , Oct. 2-4, 1998 edition, pp. 4-5.	
AM		LOMA's <i>Competency Dictionary</i> , cover page, inside cover page with 1998 copyright notice, and table of contents, and three pages therefrom (6 pages total).	
AM		STEPHEN C. SCHOONOVER, <i>COMPETENCIES FOR THE YEAR 2000, IA professional's Toolkit for Performance Development</i> , The Schoonover Group, Cover page, inside cover page, page I with copyright notice of 1998, page iii table of contents, back cover page listing The Schoonover Group as publisher, (5 pages total).	
AM		DANIEL GOLEMAN, <i>Emotional Intelligence</i> , cover page and table of contents (3 pages total).	
AM		DANIEL GOLEMAN, <i>Working with Emotional Intelligence</i> , cover page and table of contents (3 pages total).	
AM		BRADFORD D. SMART, <i>Top grading-How Leading Companies Win by Hiring, Coaching and Keeping the Best People</i> , cover page and table of contents (4 pages total).	
AM		<i>Performance Skills Leader, Participant Package</i> , Human Technology, Inc., HRD Press, 11 pages.	
AM		<i>Factsheet, DDI Development Dimensions International; Leadership Development Through Assessment Centers</i> , copyright MCMXCIII, 2 pages.	
AM		MICHAEL M. LOMABRDO & ROBERT W. EICHINGER, <i>The Leadership Architect® Suite of Integrated Tools</i> , Lominer Limited, Inc., copyright 1995, , cover page, insider cover page, page 1 table of contents, pages 7-14 (11 total pages).	
AM		<i>Skillscape, Competency Manager™</i> , cover page, inside cover page, three additional pages (5 total pages: 3318 Oak Street, Suite 19, Victoria, B.C., Canada V8X 1R1	
AM		<i>Skillscape, Overview of Skillscape Competency Manager™</i> , cover page, table of contents, and pages 1-15 (17 total pages); 3318 Oak Street, Suite 19, Victoria, B.C., Canada V8X 1R1	

Examiner Signature		Date Considered	12/6/01
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